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AUTHOR Mac Vean, Donald S.
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ABSTRACT

Data on selected characteristics of union and nonunion members of the Western Illinois University faculty for the fall semester 1981 are presented and analyzed. For each department and college, information is presented on nonunion and union members as follows: number and percentage of faculty, sex, tenure status, term number, doctoral degree, average salary, and average age. Information is also presented on union members as a percent of the bargaining unit, compared by rank. The Western Illinois data and findings from the literature agree on two characteristics of the typical faculty union member: doctorate lacking (i.e., terminal degree not completed) and average salary. Except for the instructor group at Western Illinois, it was found that the lower the academic rank, the higher the percentage of union members. Findings from the literature indicate that the typical faculty union member is male, untenured, and young; however, data from Western Illinois did not confirm these characteristics. It is suggested that some of the Western Illinois faculty have additional motives for joining a union. It is believed that anti-administration feeling is quite strong and could have been influential in determining the decision to join a union. (SW)

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WHO JOINS A UNIVERSITY FACULTY UNION?

by

Donald S. Mac Vean
Reference Librarian
Western Illinois University
Macomb, Illinois 61455
April 5, 1982

The first college faculty to unionize was Milwaukee Technical Institute in 1963.(1:108) Since that time hundreds of colleges and universities in the United States have entered into collective bargaining contracts, and one source predicts that within a decade 85-90 percent of the public colleges and universities and 50-55 percent of the private ones will be so organized.(1:115)

The writer has been a member of a particular university faculty for seventeen years and for the last six a collective bargaining contract between the university and the AFT has been in effect. He is not a union member but, by nature of his assignment, is a member of the bargaining unit, and, therefore, affected by all of the contract requirements. He has long been intrigued by the questions of who does and who does not join a union. What are the characteristics of union members as opposed to the non-union members?

A few members of the local union were known personally, but the bulk of them were not known to the writer. When an effort was made to investigate the matter it was found--most surprisingly--that union membership, both numbers and names, is a closely guarded secret on this campus. Neither the chief academic officer nor the payroll roll office (where dues are collected) would release any information. No explanation was offered at either office other than it was a firm rule. Access to a membership list was gained, however, when the union released one to its members and a friend shared his copy with the writer.

Along with the rapid growth of college and university unions has come an outpouring of literature on the subject. A computer search of the ERIC data base alone listed 239 references. Since only a small part of the books on the subject were included, the total number would be considerably larger. An analysis of this literature reveals a profile of the typical faculty union member. It suggests that when compared with non-union members, the following characteristics apply: (1) male(5:61), (2) untenured(4:12), (3) doctorate lacking(5:50), (4) lower salaried(2:40), (5) younger(4:44), and (6) lower ranked(5:60).

The characteristics of the local faculty divided on the same basis (except for rank) are shown in Table I. It will be noted that in the five instances when comparisons with the above profile can be made, in only two is there agreement: doctorate lacking (i.e., terminal degree not completed) and average salary. In both cases the differences are slight, however.

Low rank was reported as a characteristic of the typical union member in the above profile and data for the local faculty are shown in Table II. Except for the instructor group, there is agreement with profile, i.e., the lower rank, the higher percentage of union members. It is believed that the exception (the instructor) can be ignored in this instance. As will be noted, it is an extremely small group, and probably made up almost entirely of persons on temporary contracts and who will be on the faculty for only a few years. Union membership would hold little attraction for such persons.

Overall, then, it is observed that of the six parts of the profile of the typical faculty union member, there is agreement with only three parts when the local faculty is compared with it. It seems apparent that at least some of the latter group have additional motives for joining a union. In the literature it was mentioned that depersonalization and formalization of relationships(6:10), anti-administration attitudes(4:45), and pro-union attitudes of liberal faculty (2:40) are decisive in this matter. To what extent such factors apply in the

local situation is, in a quantitative sense, unknown but it is believed that anti-administration feeling is quite strong and could have been influential in determining the outcome of the election. No survey of faculty opinion was taken, however, because of the secrecy that prevails regarding union membership on this campus. It is also believed that in many instances local conditions would affect a faculty vote on such a crucial matter as collective bargaining. Probably, therefore, no national profile of union members would neatly fit all campuses and no claim of typicality is made.

TABLE I

SELECTED CHARACTERISTICS OF UNION AND NON-UNION NEMBERS OF THE WESTERN ILLINOIS UNIVERSITY FACULTY, FALL SEMESTER, 1981.

DEPARTMENT AND COLLEGE	NUMBER FACULTY	%	SEX M	%	F	%	TENURED NO.	%	TERM. NO.	DEG. %	AVERAGE SALARY	AVERAGE AGE
Agriculture												
Non-Union	8	53.3	8	53.3	0	0.0	5	62.5	7	87.5	2,439	41
Union	7	46.7	7	46.7	0	0.0	6	85.7	7	100.0	2,676	51
Home Economics												
Non-Union	6	42.9	0	0.0	6	42.9	4	66.7	3	50.0	2,148	47
Union	8	57.1	0	0.0	8	57.1	4	50.0	6	75.0	2,227	44
Industrial Education & Tech												
Non-Union	5	38.5	5	38.5	0	0.0	3	60.0	4	80.0	2,851	46
Union	8	61.5	8	61.5	0	0.0	4	50.0	5	62.5	2,379	43
Law Enforcement Administration												
Non-Union	9	90.0	8	88.9	1	100.0	0	0.0	4	44.4	1,856	34
Union	1	10.0	1	11.1	0	0.0	1	100.0	0	0.0	1,854	33
College of Applied Sciences												
Non-Union	28	53.8	21	56.8	7	46.7	12	42.9	18	64.3	2,263	41
Union	24	46.2	16	43.2	8	53.3	15	62.5	18	75.0	2,393	45
Afro-American Studies												
Non-Union	2	66.7	1	50.0	1	100.0	0	0.0	1	50.0	1,869	43
Union	1	33.3	1	50.0	0	0.0	0	0.0	1	100.0	1,994	36
Biological Sciences												
Non-Union	18	85.7	18	90.0	0	0.0	17	94.4	18	100.0	2,713	46
Union	3	14.3	2	10.0	1	100.0	3	100.0	3	100.0	2,722	51
Chemistry												
Non-Union	8	88.9	7	88.5	1	100.0	6	75.0	8	100.0	2,785	48
Union	1	11.1	1	12.5	0	0.0	1	100.0	1	100.0	2,725	46
Communication Arts & Sciences												
Non-Union	10	71.4	6	66.7	4	80.0	7	70.0	7	70.0	2,324	43
Union	4	28.6	3	33.3	1	20.0	3	75.0	4	100.0	2,249	38

SELECTED CHARACTERISTICS OF UNION AND NON-UNION MEMBERS OF THE WESTERN ILLINOIS UNIVERSITY FACULTY, FALL SEMESTER, 1981

(CONTINUED)

DEPARTMENT AND COLLEGE	NUMBER FACULTY	%	SEX M	%	F	%	TENURED NO.	%	TERM NO.	DEG. %	AVERAGE SALARY	AVERAGE AGE
English												
Non-Union	24	72.7	20	83.3	4	44.4	23	95.8	22	91.7	2,612	47
Union	9	27.3	4	16.7	5	55.6	9	100.0	8	88.9	2,404	43
Foreign Language												
Non-Union	6	46.2	6	46.2	0	0.0	6	100.0	5	83.3	2,432	45
Union	7	53.8	7	53.8	0	0.0	7	100.0	7	100.0	2,554	48
Geography												
Non-Union	9	75.0	8	72.7	1	100.0	6	66.7	8	88.9	2,402	44
Union	3	25.0	3	27.3	0	0.0	2	66.7	2	66.7	2,231	38
Geology												
Non-Union	3	100.0	3	100.0	0	0.0	1	33.3	3	100.0	2,114	37
Union	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	-----	--
History												
Non-Union	10	43.5	9	42.9	1	50.0	10	100.0	10	100.0	2,818	48
Union	13	56.5	12	57.1	1	50.0	11	84.6	11	84.6	2,339	43
Mathematics												
Non-Union	21	80.8	20	80.0	1	100.0	12	57.1	21	100.0	2,411	40
Union	5	19.2	5	20.0	0	0.0	5	100.0	4	80.0	2,613	46
Philosophy & Religious Studies												
Non-Union	1	12.5	1	14.3	0	0.0	1	100.0	1	100.0	2.089	43
Union	7	87.5	6	85.7	1	100.0	6	85.7	6	85.7	2,237	41
Physics												
Non-Union	8	80.0	8	80.0	0	0.0	7	87.5	8	100.0	2,681	44
Union	2	20.0	2	20.0	0	0.0	2	100.0	1	50.0	2,643	57
Political Science												
Non-Union	7	46.7	7	50.0	0	0.0	7	100.0	7	100.0	2,885	50
Union	8	53.3	7	50.0	1	100.0	8	100.0	8	100.0	2,547	43

SELECTED CHARACTERISTICS OF UNION AND NON-UNION MEMBERS OF THE WESTERN ILLINOIS UNIVERSITY FACULTY, FALL SEMESTER, 1981

(CONTINUED)

DEPARTMENT AND COLLEGE	NUMBER FACULTY	%	SEX M	%	F	%	TENURED NO.	%	TERM. NO.	DEG. %	AVERAGE SALARY	AVERAGE AGE
Psychology												
Non-Union	14	66.7	13	72.2	1	66.7	14	100.0	14	100.0	2,526	41
Union	7	33.3	5	27.8	2	33.3	5	71.4	7	100.0	2,572	42
Sociology/Anthropology												
Non-Union	10	55.6	8	53.3	2	66.7	6	60.0	6	60.0	2,365	43
Union	8	44.4	7	46.7	1	33.3	7	87.5	7	87.5	2,433	46
College of Arts & Sciences												
Non-Union	151	65.9	135	67.5	16	55.2	123	81.5	139	92.1	2,544	44
Union	78	34.1	65	32.5	13	44.8	69	88.5	70	89.7	2,440	44
Accounting												
Non-Union	7	100.0	6	100.0	1	100.0	6	85.7	5	71.4	2,886	47
Union	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	-----	--
Business Ed. & Admin.												
Non-Union	5	83.3	2	66.7	3	100.0	4	80.0	2	40.0	2,553	49
Union	1	16.7	1	33.3	0	0.0	1	100.0	1	100.0	3,056	48
Economics												
Non-Union	7	63.6	7	63.6	0	0.0	4	57.1	7	100.0	2,524	40
Union	4	36.4	4	0.0	0	0.0	4	100.0	3	75.0	2,591	47
Management												
Non-Union	15	93.8	12	92.3	3	100.0	3	20.0	11	73.3	2,626	36
Union	1	6.3	1	7.7	0	0.0	0	0.0	1	100.0	2,517	46
Marketing & Finance												
Non-Union	10	83.3	10	83.3	0	0.0	2	20.0	9	90.0	3,071	42
Union	2	16.7	2	16.7	0	0.0	2	100.0	2	100.0	3,126	59
Quantitative & Information Science												
Non-Union	9	100.0	8	100.0	1	100.0	2	22.2	9	100.0	2,737	41
Union	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	-----	--

SELECTED CHARACTERISTICS OF UNION AND NON-UNION MEMBERS OF THE WESTERN ILLINOIS UNIVERSITY FACULTY, FALL SEMESTER, 1981

(CONTINUED)

DEPARTMENT AND COLLEGE	NUMBER FACULTY	%	SEX M	%	F	%	TENURED NO.	%	TERM. NO.	DEG. %	AVERAGE SALARY	AVERAGE AGE
College of Business												
Non-Union	53	86.9	45	84.9	8	100.0	21	39.6	43	81.1	2,743	41
Union	8	13.1	8	15.1	0	0.0	7	87.5	7	87.5	2,773	49
Counselor Ed. & CSP												
Non-Union	2	66.7	2	66.7	0	0.0	1	50.0	2	100.0	2,798	42
Union	1	33.3	1	33.3	0	0.0	1	100.0	1	100.0	2,696	55
Ed. Administration												
Non-Union	14	73.7	13	81.3	1	33.3	12	85.7	14	100.0	2,683	52
Union	5	26.3	3	18.8	2	66.7	4	80.0	5	100.0	2,746	48
Ed. Foundations												
Non-Union	5	35.7	5	50.0	0	0.0	5	100.0	5	100.0	2,658	52
Union	9	64.3	5	50.0	4	100.0	7	77.8	6	66.7	2,569	49
Elementary Education & Reading												
Non-Union	7	50.0	2	28.6	5	71.4	6	85.7	7	100.0	2,734	51
Union	7	50.0	5	71.4	2	28.6	4	57.1	7	100.0	2,398	46
Learning Resources												
Non-Union	2	25.0	1	25.0	1	25.0	2	100.0	2	100.0	2,502	57
Union	6	75.0	3	75.0	3	75.0	5	83.3	1	16.7	2,242	50
Special Education												
Non-Union	1	14.3	1	16.7	0	0.0	0	0.0	1	100.0	2,050	34
Union	6	85.7	5	83.3	1	100.0	5	83.3	6	100.0	2,686	52
Other in Education												
Non-Union	1	50.0	0	0.0	1	100.0	1	100.0	0	0.0	2,499	64
Union	1	50.0	1	100.0	0	0.0	1	100.0	0	0.0	2,285	46
College of Education												
Non-Union	32	47.8	24	51.1	8	40.0	27	84.4	31	96.9	2,661	52
Union	35	52.2	23	48.9	12	60.0	27	77.1	26	74.3	2,519	49

SELECTED CHARACTERISTICS OF UNION AND NON-UNION MEMBERS OF THE WESTERN ILLINOIS UNIVERSITY FACULTY, FALL SEMESTER, 1981

(CONTINUED)

DEPARTMENT AND COLLEGE	NUMBER FACULTY	%	SEX M	%	F	%	TENURED NO.	%	TERM. NO.	DEG. %	AVERAGE SALARY	AVERAGE AGE
Art												
Non-Union	12	70.6	9	64.3	3	100.0	10	83.3	10	83.3	2,400	44
Union	5	29.4	5	35.7	0	0.0	5	100.0	4	80.0	2,305	44
Music												
Non-Union	18	60.0	13	61.9	5	55.6	13	72.2	12	66.7	2,270	41
Union	12	40.0	8	38.1	4	44.4	11	91.7	12	100.0	2,416	45
Theater												
Non-Union	6	85.7	5	83.3	1	100.0	2	33.3	6	100.0	1,877	32
Union	1	14.3	1	16.6	0	0.0	1	100.0	1	100.0	2,342	42
College of Fine Arts												
Non-Union	36	66.7	27	65.9	9	69.2	25	69.4	28	77.8	2,248	41
Union	18	33.3	14	34.1	4	30.8	17	94.4	17	94.4	2,292	44
Health Science												
Non-Union	7	53.8	5	45.5	2	100.0	3	42.9	3	42.9	2,024	37
Union	6	46.2	6	54.5	0	0.0	6	100.0	4	66.7	2,452	49
P.E.--Men												
Non-Union	4	28.6	4	28.6	0	0.0	3	75.0	2	50.0	2,382	43
Union	10	71.4	10	71.4	0	0.0	8	80.0	4	40.0	2,311	47
P.E.--Women												
Non-Union	14	70.0	0	0.0	14	70.0	13	92.9	8	57.1	2,477	47
Union	6	30.0	0	0.0	6	30.0	6	100.0	4	66.7	2,452	48
Recreation & Park Admin.												
Non-Union	7	87.5	7	87.5	0	0.0	5	71.4	4	57.1	2,203	43
Union	1	12.5	1	12.5	0	0.0	1	100.0	1	100.0	2,449	38
College of HPER												
Non-Union	32	58.2	16	48.5	16	72.7	24	75.0	17	53.1	2,306	44
Union	23	41.8	17	51.5	6	27.3	21	91.3	13	56.5	2,390	47

SELECTED CHARACTERISTICS OF UNION AND NON-UNION MEMBERS OF THE WESTERN ILLINOIS UNIVERSITY FACULTY, FALL SEMESTER, 1981

(CONTINUED)

DEPARTMENT AND COLLEGE	NUMBER FACULTY	%	SEX M	%	F	%	TENURED NO.	%	TERM. NO.	DEG. %	AVERAGE SALARY	AVERAGE AGE
UNIVERSITY TOTAL												
Non-Union	332	64.1	268	65.2	64	59.8	232	69.9	276	83.1	2,508	44
Union	186	35.9	143	34.8	43	40.2	156	83.9	151	81.2	2,452	46

* Split appointments are counted only once. Figures do not include seven faculty budgeted to non-academic departments, four counselors and 21 librarians.

TABLE 2

UNION MEMBERS AS A PERCENT
OF THE BARGAINING UNIT, COMPARED BY RANK

	Bargaining Unit	Union Members	%
Professor	180	66	36.7
Associate Professor	185	76	41.1
Assistant Professor	148	76	51.4
Instructor	10	3	30.0
University Total	523	221	42.3

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